

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor /s/ Alan L. Moss Division of Director Wage Determinations	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210 Wage Determination No.: 94 -2413 Revision No.: 3 Date of Last Revision: 08/18/1995
State(s): Indiana, Kentucky, Ohio	
Area: INDIANA COUNTIES OF DEARBORN, FRANKLIN, OHIO, RIPLEY, SWITZERLAND. KENTUCKY COUNTIES OF BOONE, BRACKEN, CAMPBELL, CARROLL, GALLATIN, GRANT, KENTON, MASON, PENDLETON. OHIO COUNTIES OF BROWN, BUTLER, CLERMONT, HAMILTON, WARREN.	

** Fringe Benefits Required For All Occupations Included In
 This Wage Determination Follow The Occupational Listing **

OCCUPATION CODE AND TITLE**MINIMUM HOURLY WAGE****ADMINISTRATIVE SUPPORT AND CLERICAL:**

01011	Accounting Clerk I	\$7.98
01012	Accounting Clerk II	\$8.53
01013	Accounting Clerk III	\$10.63
01014	Accounting Clerk IV	\$12.37
01030	Court Reporter	\$10.94
01050	Dispatcher, Motor Vehicle	\$10.94
01060	Document Preparation Clerk	\$9.80
01090	Duplicating Machine Operator	\$9.80
01110	Film/Tape Librarian	\$9.21
01115	General Clerk I	\$6.85
01116	General Clerk II	\$7.57
01117	General Clerk III	\$9.80
01118	General Clerk IV	\$11.89
01120	Housing Referral Assistant	\$12.77
01131	Key Entry Operator I	\$7.75
01132	Key Entry Operator II	\$9.19
01191	Order Clerk I	\$8.72
01192	Order Clerk II	\$11.38
01220	Order Filler	\$11.59
01261	Personnel Assistant (Employment) I	\$8.99
01262	Personnel Assistant (Employment) II	\$10.10
01263	Personnel Assistant (Employment) III	\$12.31
01264	Personnel Assistant (Employment) IV	\$13.70
01270	Production Control Clerk	\$12.77
01290	Rental Clerk	\$9.21
01300	Scheduler, Maintenance	\$9.21
01311	Secretary I	\$9.21
01312	Secretary II	\$10.94
01313	Secretary III	\$12.77
01314	Secretary IV	\$14.95
01315	Secretary V	\$16.74
01320	Service Order Dispatcher	\$9.21
01341	Stenographer I	\$8.74
01342	Stenographer II	\$10.19

01400	Supply Technician	\$14.95
01420	Survey Worker(Interviewer)	\$10.94
01460	Switchboard Operator-Receptionist	\$8.11
01531	Travel Clerk I	\$7.64
01532	Travel Clerk II	\$8.15
01533	Travel Clerk III	\$8.65
01551	Typist I	\$7.59
01552	Typist II	\$8.97
01611	Word Processor I	\$8.97
01612	Word Processor II	\$10.93
01613	Word Processor III	\$12.22

AUTOMATIC DATA PROCESSING:

03010	Computer Data Librarian	\$9.59
03041	Computer Operator I	\$9.59
03042	Computer Operator II	\$10.73
03043	Computer Operator III	\$12.90
03044	Computer Operator IV	\$15.03
03045	Computer Operator V	\$16.64
03071	Computer Programmer I 1/	\$13.71
03072	Computer Programmer II 1/	\$15.84
03073	Computer Programmer III 1/	\$17.50
03074	Computer Programmer IV 1/	\$21.16
03101	Computer Systems Analyst 'I 1/	\$19.63
03102	Computer Systems Analyst II 1/	\$22.84
03103	Computer Systems Analyst III 1/	\$25.70
03160	Peripheral Equipment Operator	\$9.59

AUTOMOTIVE SERVICE:

05005	Automobile Body Repairer, Fiberglass	\$16.78
05010	Automotive Glass Installer	\$15.60
05040	Automotive Worker	\$15.60
05070	Electrician, Automotive	\$16.19
05100	Mobile Equipment Servicer	\$14.47
05130	Motor Equipment Metal Mechanic	\$16.78
05160	Motor Equipment Metal Worker	\$15.60
05190	Motor Vehicle Mechanic	\$16.78
05220	Motor Vehicle Mechanic Helper	\$13.84
05250	Motor Vehicle Upholstery Worker	\$15.01
05280	Motor Vehicle Wrecker	\$15.60
05310	Painter, Automotive	\$16.19
05340	Radiator Repair Specialist	\$15.60
05370	Tire Repairer	\$14.47
05400	Transmission Repair Specialist	\$16.78

FOOD PREPARATION AND SERVICE:

07010	Baker	\$11.68
07041	Cook I	\$10.83
07042	Cook II	\$11.68
07070	Dishwasher	\$8.96
07100	Food Service Worker	\$8.96
07130	Meat Cutter	\$11.68
07250	Waiter/Waitress	\$9.53

FURNITURE MAINTENANCE AND REPAIR:

09010	Electrostatic Spray Painter	\$16.19
09040	Furniture Handler	\$12.73
09070	Furniture Refinisher	\$16.19
09100	Furniture Refinisher Helper	\$13.84
09110	Furniture Repairer, Minor	\$15.01
09130	Upholsterer	\$16.19

GENERAL SERVICES AND SUPPORT:

11030	Cleaner, Vehicles	\$8.96
11060	Elevator Operator	\$8.96
11090	Gardener	\$10.83
11121	Housekeeping Aide I	\$8.34
11122	Housekeeping Aide II	\$8.96
11150	Janitor	\$7.04
11180	Laborer	\$9.73
11210	Laborer, Grounds Maintenance	\$9.53
11240	Maid or Houseman	\$8.34
11270	Pest Controller	\$11.24
11300	Refuse Collector	\$8.96
11360	Window Cleaner	\$9.53

HEALTH:

12010	Ambulance Driver	\$10.78
12040	Emergency Medical Technician	\$10.78
12070	Licensed Practical Nurse	\$9.47
12100	Medical Assistant	\$8.47
12130	Medical Laboratory Technician	\$8.47
12160	Medical Record Clerk	\$8.47
12190	Medical Record Technician	\$11.73
12220	Nursing Assistant	\$7.54
12250	Pharmacy Technician	\$10.56
12280	Phlebotomist	\$8.47
12311	Registered Nurse I	\$13.57
12312	Registered Nurse II	\$16.73
12313	Registered Nurse II, Specialist	\$16.73
12314	Registered Nurse III	\$20.24
12315	Registered Nurse III, Anesthetist	\$20.24
12315	Registered Nurse IV	\$24.26

INFORMATION AND ARTS:

13002	Audiovisual Librarian	\$14.95
13011	Exhibits Specialist I	\$14.01
13012	Exhibits Specialist II	\$15.72
13013	Exhibits Specialist III	\$19.40
13041	Illustrator I	\$14.01
13042	Illustrator II	\$15.72
13043	Illustrator III	\$19.40
13050	Library Technician	\$10.94
13071	Photographer I	\$10.89
13072	Photographer II	\$14.01
13073	Photographer III	\$15.72
13074	Photographer IV	\$19.40
13075	Photographer V	\$23.46

LAUNDRY, DRY CLEANING, PRESSING:

15010	Assembler	\$5.55
15030	Counter Attendant	\$5.55
15040	Dry Cleaner	\$7.29
15070	Finisher, Flatwork, Machine	\$5.55
15090	Presser, Hand	\$5.55
15100	Presser, Machine, Dry Cleaning	\$5.55
15130	Presser, Machine, Shirts	\$5.55
15160	Presser, Machine, Wearing Apparel, Laundry	\$5.55
15190	Sewing Machine Operator	\$7.86
15220	Tailor	\$8.41
15250	Washer, Machine	\$6.13

MACHINE TOOL OPERATION AND REPAIR:

19010	Machine-tool Operator (Toolroom)	\$16.19
19040	Tool and Die Maker	\$18.39

MATERIALS HANDLING AND PACKING:

21010	Fuel Distribution System Operator	\$14.47
21020	Material Coordinator	\$11.65
21030	Material Expediter	\$11.65
21040	Material Handling Laborer	\$12.06
21071	Forklift Operator	\$12.59
21 ' 100	Shipping/Receiving Clerk	\$10.00
21130	Shipping Packer	\$10.00
21150	Stock Clerk	\$10.33
21210	Tools and Parts Attendant	\$13.22
21400	Warehouse Specialist	\$10.75

MECHANICS AND MAINTENANCE AND REPAIR:

23010	Aircraft Mechanic	\$16.78
23040	Aircraft Mechanic Helper-	\$13.84
23060	Aircraft Servicer	\$15.01
23070	Aircraft Worker	\$15.60
23100	Appliance Mechanic	\$16.19
23120	Bicycle Repairer	\$14.47
23125	Cable Splicer	\$16.78
23130	Carpenter, Maintenance	\$16.19
23140	Carpet Layer	\$15.60
23160	Electrician, Maintenance	\$17.82
23181	Electronics Technician, Maintenance I	\$11.37
23182	Electronics Technician, Maintenance II	\$15.86
23183	Electronics Technician, Maintenance III	\$18.15
23260	Fabric Worker	\$15.01
23290	Fire Alarm System Mechanic	\$16.78
23310	Fire Extinguisher Repairer	\$14.47
23340	Fuel Distribution System Mechanic	\$16.78
23370	General Maintenance Worker	\$15.60
23400	Heating, Refrigeration and Air Conditioning Mechanic	\$16.78

23430	Heavy Equipment Mechanic	\$16.78
23460	Instrument Mechanic	\$16.78
23500	Locksmith	\$16.19
23530	Machinery Maintenance Mechanic	\$17.49
23550	Machinist, Maintenance	\$16.78
23580	Maintenance Trades Helper	\$13.84
23640	Millwright	\$16.78
23700	Office Appliance Repairer	\$16.19
23740	Painter, Aircraft	\$16.19
23760	Painter, Maintenance	\$16.19
23790	Pipefitter, Maintenance	\$16.78
23800	Plumber, Maintenance	\$16.19
23820	Pneudraulic Systems Mechanic	\$16.78
23850	Rigger	\$16.78
23870	Scale Mechanic	\$15.60
23890	Sheet-metal Worker, Maintenance	\$16.78
23910	Small Engine Mechanic	\$15.60
23930	Telecommunications Mechanic I	\$16.78
23940	Telecommunications Mechanic II	\$17.37
23950	Telephone Lineman	\$16.78
23960	Welder, Combination, Maintenance	\$16.78
23965	Well Driller	\$16.78
23970	Woodcraft Worker	\$16.78
23980	Woodworker	\$14.47

PERSONAL NEEDS:

24570	Child Care Attendant	\$9.10
24600	Chore Aide	\$8.34
24630	Homemaker	\$12.61

PLANT AND SYSTEM OPERATION:

25010	Boiler Tender	\$16.78
25040	Sewage Plant Operator	\$16.19
25070	Stationary Engineer	\$16.78
25190	Ventilation Equipment Tender	\$13.84
25210	Water Treatment Plant Operator	\$16.19

PROTECTIVE SERVICE:

27004	Alarm Monitor	\$11.88
27010	Court Security Officer	\$13.25
27040	Detention Officer	\$13.25
27070	Firefighter	\$14.08
27101	Guard I	\$6.52
27102	Guard II	\$11.88
27130	Police officer	\$16.03

TECHNICAL:

29020	Archeological Technician	\$17.86
29030	Cartographic Technician	\$17.86
29040	Civil Engineering Technician	\$17.86
29061	Drafter I	\$9.52
29062	Drafter II	\$10.70
29063	Drafter III	\$14.43
29064	Drafter IV	\$17.86
29070	Embalmer	\$14.35
29081	Engineering Technician I	\$9.52

29082	Engineering Technician II	\$11.05
29083	Engineering Technician III	\$13.81
29084	Engineering Technician IV	\$17.80
29085	Engineering Technician V	\$19.58
29086	Engineering Technician VI	\$23.66
29090	Environmental Technician	\$15.03
29210	Laboratory Technician	\$12.90
29240	Mathematical Technician	\$17.80
29330	Mortician	\$14.35
29390	Photooptics Technician	\$17.80
29480	Technical Writer	\$21.16
29620	Weather Observer, Senior 2/	\$15..03
29621	Weather Observer, Combined Upper Air and Surface Programs 2/	\$12.90
29622	Weather Observer, Upper Air 2/	\$12.90

TRANSPORTATION/MOBILE EQUIPMENT OPERATION:

31030	Bus Driver	\$12.20
31100	Driver Messenger	\$10.32
31200	Heavy Equipment Operator	\$16.02
31290	Shuttle Bus Driver	\$10.78
31300	Taxi Driver	\$10.32
31361	Truckdriver, Light Truck	\$10.78
31362	Truckdriver, Medium Truck,	\$12.20
31363	Truckdriver, Heavy Truck '	\$12.53
36364	Truckdriver, Tractor-Trailer	\$14.10

MISCELLANEOUS:

99005	Aircraft Quality Control Inspector	\$18.79
99020	Animal Caretaker	\$9.97
99030	Cashier	\$7.42
99040	Child Care Center Clerk	\$11.35
99050	Desk Clerk	\$ 9.10
99260	Instructor	\$19.01
99300	Lifeguard	\$8.11
99350	Park A ' ttendant (Aide)	\$10.18
99400	Photofinishing Worker	\$8.11
99500	Recreation Specialist	\$12.61
99510	Recycling Worker	\$10.37
99610	Sales Clerk	\$8.11
99630	Sports Official	\$8.11
99658	Survey Party Chief	\$15.98
99659	Surveying Technician	\$11.96
99660	Surveying Aide	\$8.72
99690	Swimming Pool Operator	\$11.68
99720	Vending Machine Attendant	\$10.37
99730	Vending Machine Repairer	\$11.68
99740	Vending Machine Repairer Helper	\$10.37

**** Fringe Benefits Required For All Occupations Included In
This Wage Determination ****

HEALTH & WELFARE: \$0.90 per hour or \$36.00 per week or \$156.00 per

month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years; 4 weeks after 15 years; 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg 4.173)

HOLIDAYS: minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

1/

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See 29 CFR 4.156)

2/

APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY: If you work at night as a part off regular tour of duty, you will earn a NIGHT DIFFERENTIAL and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** UNIFORM ALLOWANCE**

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$4.25 per week (or \$.85 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards

set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION**

Source of Occupational Titles and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations,"-Fourth Edition, January 1993, as amended by First Supplement December 1993, unless otherwise indicated This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and, furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupations) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classifications), job descriptions), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's

recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on S F 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine or subdivide classifications listed in the wage determination.